



Iowa
**Vocational
Rehabilitation**
Services

Finding solutions. Generating success.

Chester J. Culver, Governor


Patty Judge, Lt. Governor

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A couple of recent opportunities have surfaced that support the Diversity Council's desire to identify the number of persons with disabilities currently in State government and to seek out strategies to make the State of Iowa a disability-friendly workplace.

The following outlines a year long strategy that the Diversity Council may choose to support. The value of having the Diversity Council involved in this initiative is to give evidence to our commitment to Executive Order #4 as it pertains to persons with disabilities. The disability subcommittee of the Council would be the primary point of contact for this initiative.

1. In October 2009, seek the support of the Diversity Council for developing a campaign to serve as the Governor's initiative of identifying the State of Iowa as a disability-friendly workplace.
2. Prior to the end of the 2009 calendar year, IVRS and DHR will work together to lead this effort; possibly including signing of the Proclamation of Recommitment to Full Implementation of the ADA (this is a part of a national effort – see www.adasymposium.org/2010.html website).
3. Early in 2010, engage a work group of other State departments to develop and deliver an awareness campaign to include:
 - a. Marketing of current success stories about employees with disabilities in State government.
 - b. Seek out and promote current State agencies who will support and lead a strategy to increase awareness
 - c. Plan and prepare to implement a statewide Disability Mentoring Day in October 2010.
4. In the late winter and spring of 2010, add Iowa to a national media campaign called "Think Beyond the Label". The intent of the campaign is to dispel the myths surrounding employees with disabilities and encourage employers to see past their biases.
5. In late spring and early summer 2010, State employees are encouraged to participate in a statewide survey that will help the Council to gather more current/accurate information about the diversity of the current state workforce.
6. Late summer 2010, Department heads are informed of the intent of the Governor's office to emphasize follow-up after the survey is completed (increased awareness, identification of strategies to recruit, retain employees with disabilities, etc).
7. October 2010, fully implement a statewide Disability Mentoring Day and identify best practices for state government's participation/support.